



## Gender Diversity Policy

<b>STATUS</b>	APPROVED	
<b>Scope:</b>	All staff, students and community members	
<b>Purpose:</b>	<p>To ensure all students are provided with equal opportunities to reach their potential, irrespective of sex, gender, gender diversity or expectations about gender.</p> <p>The purpose of this policy is:</p> <ul style="list-style-type: none"> <li>• to promote an educational environment that is welcoming, safe and free from discrimination and stigma for all students, regardless of sex, gender identity, race, gender expression and sexual orientation;</li> <li>• to ensure that all students have the opportunity to express themselves and live authentically;</li> <li>• to enable compliance with legislation concerning discrimination, bullying, harassment and privacy;</li> <li>• to ensure SVSS procedures are aligned with this policy.</li> </ul>	
<b>Supersedes:</b>	July 2022	
<b>Authorised by:</b>	School Director	<b>Date of Authorisation:</b> June 2023
<b>Review Date:</b>	Biannual	<b>Next Review Date:</b> July 2025
<b>Policy Owner:</b>	School Director	
<b>References:</b>	<p>According to the relevant legislation, it is a requirement for schools to ensure that no discrimination occurs on the basis of gender equity:</p> <ul style="list-style-type: none"> <li>• <i>Anti-Discrimination Act (QLD) 1991</i></li> <li>• <i>Sex Discrimination Act (Cth) 1984</i></li> <li>• <i>Sex Discrimination Amendment (Sexual Orientation, Gender Identity and Intersex Status) Act (Cth).</i></li> <li>• <i>Information Privacy Act (QLD) 2009</i></li> <li>• <i>SVSS Social Health and Wellbeing Policy</i></li> <li>• <i>SVSS Sexual Harassment Policy</i></li> <li>• <i>SVSS Student Bullying Policy</i></li> <li>• <i>SVSS Complaints Resolution Policy</i></li> <li>• <i>SVSS Complaints Resolution System</i></li> <li>• <i>SVSS Privacy Policy</i></li> </ul>	



## **DEFINITIONS**

Understanding and using the language/terminology associated with lesbian, gay, bisexual, transgender, intersex, queer, asexual and other sexually or gender diverse (LGBTIQ+) people helps to ensure that services and organisations are inclusive and respectful.

The resource sheet provides a glossary of terms for practitioners and service providers to help them to better understand the terminology and to use inclusive language in service provision. As terms keep changing, it is important to remain up to date. <https://aifs.gov.au/cfca/publications/lgbtiq-glossary>

## **WHEN IT APPLIES**

This policy applies to all matters that relate to the education, care and wellbeing of all students, and to all employees, parents, volunteers and visitors associated with Samford Valley Steiner School.

## **PRINCIPLES**

It is unlawful to discriminate against a person on the basis of sexual orientation, gender or gender identity.

Samford Valley Steiner School is committed to providing all students with access to high-quality schooling that is free from discrimination based on gender and sexual orientation. We support the rights of all children and young people and are devoted to ensuring the safety and wellbeing of students. We are committed to enabling all students to have the freedom to be themselves in a safe and supportive environment.

## **POLICY**

1. Samford Valley Steiner School works to ensure all students have their privacy respected and receive equal respect and equal opportunities to succeed.
2. Learning and teaching programs are inclusive and allow gender diverse children to participate in all aspects of schooling.
3. Professional development on gender diversity is provided and expected to be attended by staff.
4. Students are encouraged to express and celebrate their individuality.



5. Inclusive and non-sexist language is used within the school. Staff actively seek to use non gender-based segregation. Staff will respect a child's gender identity if using any segregation on the basis of gender.
7. Students will be supported in their choice of personal pronouns in school records and everyday usage.
8. Samford Valley Steiner School supports the right of each child to dress in accordance with their gender identity and in accordance with the school's dress code. A student's gender should not be assumed based on appearance.
9. Samford Valley Steiner School acts on any identified incidents of discrimination, harassment or bullying, including gender-based bullying.
10. This policy is to be read in conjunction with Samford Valley Steiner School's Social Health and Well Being Policy.

#### Further Implementation

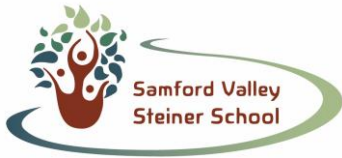
##### **Student transitions**

Samford Valley Steiner School will accept the gender identity of each individual student. Students who wish to transition while at school will work with the Wellbeing Officer, Faculty Director and School Director, along with their parents (if possible), to customise their own individual plan.

This will include timeframes of the transition, their name and pronouns, toilet considerations, outdoor education and sport arrangements, communication to staff and other students and any other considerations. There is no medical or mental health diagnosis or treatment threshold that students must meet in order to have their gender identity respected and recognised. The Wellbeing Officer will provide pastoral and wellbeing support and may refer students who are expressing a desire to transition at school to external agencies to gain recommendations and support. Each student will have a unique process for transitioning and the school will work with them to ensure they understand the options before them. This will ensure that it is a student led process.

##### **Student name**

Respecting a young person's request to change their name and pronoun is an essential part of validating and supporting their identity. Students may refer to themselves by a name of their choosing. School staff and students are required to use the name, personal pronouns and preferred gender as per the individual plan. Academic reports should use the student's preferred name unless otherwise requested by the student or parents.



The NZCSE requires that a student's legal name is used on the final certificate.

### **Curriculum**

All curriculum is facilitated in a manner that promotes inclusivity. When developing and delivering curriculum around gender, relationships and sexuality, teachers are encouraged to specifically address any assumptions about sexuality or gender identity. SVSS will support teachers to be up to date through attending professional development and having access to current resources in order to promote inclusivity, acceptance and care for all.

### **Outdoor education program**

Outdoor education considerations should be accounted for in the student's individual plan which will be reviewed annually with the student and their parents.

When participating in physical activities on outdoor education days and camps, the student's individual plan will be followed. Any discomfort relating to a student's gender will be discussed and alternative arrangements will be made if it is appropriate. Risk assessments are carried out prior to outdoor education programs in order to make any reasonable adjustments which will enable participation for the individual student.

### **Physical education and sport**

All students have a right to participate in sporting activities which at SVSS is mostly non gender specific. Physical education teachers are used to differentiating their lessons and taking into account the range of size, build and ability in the class to keep all students safe and so the same principles can be applied. These considerations should be discussed with individual students themselves and if appropriate, with their parents or guardians. The type of sport, level of ability and physical contact rules will be considered when deciding what is appropriate.

Refer to the *Anti-Discrimination Act* Section 111 Sport.

Transitioning at school, or even developing a stronger understanding of one's gender identity, can be a very challenging time for students. At Samford Valley Steiner School, students will be provided with wellbeing support as required.

### **Bullying, harassment and discrimination**

The school will actively seek to educate the community on gender diversity as we are committed to ensuring that all students have a safe school environment. Samford Valley Steiner School takes bullying, harassment and discrimination very seriously. Therefore, any complaint alleging



discrimination, harassment and bullying based on a student's actual or perceived gender identity, and expression, will be taken very seriously. The incident of discrimination will be given immediate attention and appropriate action will be taken following the Student Bullying and Anti-Discrimination policy.

If parents or a student have any concerns, they should contact the relevant Faculty Director.

### **Documentation and risk management**

Documentation regarding individual students, communications with parents, staff and external agencies will be filed in confidential student notes as per the school's privacy policy.

### **Resources**

- Diverse Voices
- Open Doors
- Kids Help Line
- Relationship Australia